Synopsis of the proposed Doctor of Philosophy Programme

Title

"Impacts of Yoga Therapy for the Occupational Stress, Burnout and Well-being among Bank Employees".

In Yogic Science to the Chairman,

Department of Human Consciousness and Yogic Science,

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INTRODUCTION

Stress is one of the major concerns of the healthcare system in the modern times for every nation. The concept of stress was studied and explained in detail by the western physiologist Hans Syele. Through his theory of General Adaptive syndromes, he outlines the nature and effects of the stress on the human body and mind.

There has been rising alarms of poor management of stressful situations in the life. It has been a causative factor for many of the psychosomatic diseases which are decreasing the quality of the life experience. Lack of personal discipline, irregular lifestyle and emotional conflicts are also contributing a lot for the poor mental health.

Occupational Stress has become most common and costly problem in many of the workplaces around the world. This is leading to increase the burden to both the employees and employer. Hectic research in the field of work stress has shown that, there are many factors such as poor attention, concentration, memory and many other psychosomatic issues which affect the performance of the workforce.

Work stress in banking sector

The last few decades have brought tremendous changes in the banking sector. There are many reasons such as the entry of international banking organizations on account of globalization, liberalization, Introduction of the technological advancement which are forced to make the extensive use of computer at the workplace, increased sedentary life style etc. These are the few of the changes which are forcing to experience the work stress among bank employees. These stressors are more common to disturb the physical and mental health of the employees, in some cases they may lead to psychosomatic diseases too.

Considering the health benefits of yoga, this study has been undertaken with an aim to investigate the assessment of the yoga practices for the occupational stress management of bank employees in Karnataka, India.

LITERATURE REVIEW

Part –I. Review of published research papers in the areas of research

Hans Selye (1978)[1] a pioneering Hungarian-Canadian endocrinologist in his classical book "The stress of life" explained the theory of general adaptive syndrome. This was an attempt find the roots for the discovery of the stress, being physiologist he enumerated the dissection of the stress through variety of the symptoms found on psychological and physiological dimensions of the human beings . The book also describes the concepts on the disease of adaptation due to chronic stressful conditions of the life. Further, a light on implications and applications of the knowledge to understand the management is provided to understand the psychosomatic connections.

T.R. Rajeshwari (1992)[2] conducted a study to find the stress stimulus of bank employees in which it is found that there are various factors of stressors such as physical working conditions, organizational policy, structure, process. The study revealed that structural rigidity; poor physical working conditions are the few factors to be powerful stressors.

Lawrence R. Murphy (1996)[3], Conducted a study for A Critical Review of the Health Effects of Stress Management in Work Settings. A variety of stress-management techniques was used in worksite studies, including muscle relaxation, meditation, biofeedback, cognitive-behavioral skills, and combinations of these techniques. The most common techniques used were muscle relaxation, cognitive behavioral skills, and combinations of two or more techniques. Outcome measures to evaluate the success of stress interventions included physiologic and psychological measurements, somatic complaints and job-related measures. The study revealed that, the large number of different stress-management techniques coupled with the wide range of health outcome measures used in stress intervention studies makes it difficult to draw firm conclusions about the efficacy of each technique and each outcome.

Pradeep, Rajitha K (2016)[4]Conducted a research study Stress management of women managers a comparative study of public sector and private sector banks in Kerala. The study focused on stressors, the impact of stress, coping styles of stress, and Studies on different sectors including

banks. Their findings revealed that Stress Management is getting more and more consideration now- a-days, particularly in the financial sectors and they revealed that Occupational stress is considered as harmful to the work environment.

Part-II. Review of Classical Literature

I K Taimini(1961)[5] in his work on the science of Yoga, a book on Patanjala Yoga sutras of sage Patanjali explains the beautiful concepts of yoga . It is classical text on the principles and practices of Yoga. The psychology of yoga explains on the concept stress in terms of its causes and effects as well as the means to attain the mental peace. According to Yoga Chitta Vikshepa is the stressful situation which is resulting from nine obstacles and has four different consequences affect the physical and mental health of the of the person experiencing the stress. Chitta Prasadana is the state of the harmony which is obviously the experience of equilibrium in terms internal environment of the mind and body

Swami Satyananda Saraswati (1976)[6] in his scientific studies on yoga nidra book showed that, the deep relaxation techniques of Yoga such as shavasana and yoganidra are of great help to influence the healthy lipid profile and prevention on of hypertension, insomnia and many other psychosomatic diseases which are developed on account of constant exposure to the chronic stressors for long time. The book explains in the art and science of physical, mental, and emotional relaxation to bring the psycho physiological rejuvenation of mind and body along with effective stress management. The technique also improves the cognitive capacities like memory, attention and concentration to enhance the productivity of the workforce in the organization.

Swami Muktibodhananda (1985)[7] **i**n his classical text book Hatha Yoga Pradipika explains the various benefits of the practice of different techniques in yoga. Asana, the first limb of hatha yoga brings the steadiness of body and mind, psychosomatic health and flexibility of the limbs. This is state of the body to maintain the equilibrium condition in psycho physiological- neuro muscular and glandular mechanisms. Such a balance is an important aspect of homeostasis.

Dr. M M Gore (2005)[8]**,** explained the efficient mechanisms of yoga practices to maintain the homeostasis condition which is an important process of the body to keep the internal environment relatively in constant condition. Homeostasis is continuously disturbed by most of the stressors which creates an imbalance in the internal environment

Peter H. Canter (2003)[9] carried a research work to understand the therapeutic effects of meditation. The study showed certain physiological effects such as a slowed heart rate or a

particular electroencephalographic pattern occur during meditation and characterize a "relaxed state" may give insight into how meditation works. The technique of mantra chanting in meditation induces a deep sense of calmness as well as a predominant activity of parasympathetic nervous system.

SYNOPSIS

Tentative Title

"Impacts of Yoga Therapy for the Occupational Stress,Burnout and Well-being among Bank Employees."

AIM AND OBJECTIVES OF RESEARCH

Aim

To study the Impacts of yoga therapyfor the occupational stress, burnout and well-being among bank employees.

Objectives

- To assess the impacts of higher stress level of the workforce in the banking industry using various parameters
- To assess the stress levels and well-being of the workforces in the banking industry before and after the yogic interventions
- To find out the effect of yoga therapy for the occupational stress management of the bank employees.
- To explore opportunity to introduce yoga as workforce wellness programme.

Hypothesis:

It can be Hypothesizedthat, Yogatherapy will help to reduce or to overcome the occupational stress among bank employees. The null hypotheses can be constructed as follows

Null hypothesis: There will not be any changes in pre and post intervention of yoga therapyfor occupational stressamong bank employees.

RESEARCH METHODOLOGY

Participants

Participants for the research work will be chosen using the simple random sampling technique. The sample population will be from various banks in the Mangalore city area. The participants will be the regular employees of the banks. Thetotal sample size will be n=120

Design of the study

The research work is designed into two groups. They are experimental group (n=60) and the control group (60). The pre- test and post tests are conducted for both the groups of the research programme.

Intervention

The experimental group will be subjected to intervention of the yogic practices approved from the research guide and the committee. A validated tool on the yoga protocol will be employed as an intervention method. This tool is based on the selection and the sequencing of different yogic practices from the groups of Yogasanas, pranayama, meditation and relaxation techniques.

Inclusions:

Age range between 25-55 Years.

Regular bank employees with minimum of three years of work experience.

Subjects who are willing to undergo the training at least for three months.

Exclusions

Subjects in different trimesters of the pregnancy

Subjects with less than three years of work experience.

Subjects under medication for mental health.

Assessments

The assessments of the efficacy of the yoga practices on various parameters of the study are carried using the data collection tools and techniques. These assessments will be carried using the following parameters of qualitative and quantitative measures

1. Perceived Stress Scale- Stress
2. The International Physical Activity Questionnaires (IPAQ)
3. The Beck Depression Inventory (BDI)
4. The State-Trait Anxiety Inventory (STAI)
5. Freiburg Mindfulness Inventory – FMI
6. Maslach Burnout Inventory (MBI)
7. Pittsburgh Sleep Quality Index (PSQI)
8. Diener subjective well-being scale (PWB)- SPANE -Positive thinking
9. Positive Thinking Scale (PTS)

A physiological parameter of quantitative measures is studied using Serum cortisol collection and the analysis of its changes during pre and post intervention studies.

DATA ANALYSIS

The collected data from the sample population is analyzed using suitable statistical tools with help of the statistician and the dissemination of the research findings takes place in the research journals and the thesis on the work will be published.

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